# Information Services Board Presentation on the Department of Personnel Human Resource Management Project

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**Presenter**
Gene Matt, Director

**Purpose of Appearance**
The Department of Personnel (DOP) will present the status of the Human Resource Management System (HRMS) project with particular emphasis on schedule variance caused by interface issues with key state financial systems and associated contingency plans.

**Previous ISB Appearances**
May 13, 2004: Gene Matt and other project personnel reviewed the results of the detailed design and initial configuration efforts.

September 9, 2004: Gene Matt and other project personnel reviewed the status of schedule and resources variances.  They reviewed and requested ISB input on the Go Live criteria.  They also reviewed the various contingency plans and discussed how they would be invoked.

**Staff Recommendation to the Board**
No recommendation at this time.

**Staff Recommendation to the Agency**
ISB staff recommend that DOP and Accenture complete the work needed to determine the effects the additional required interface tasks will have on the schedule, budget, and resources. The project plan and schedule should then be revised as soon as possible.

ISB staff recommend that DOP continue to monitor the impacts of the resource assignments to ensure that both HRMS and legacy system activities are adequately staffed.

ISB staff recommend that DOP continue to monitor the allocation of project staff supporting agency readiness.  DOP should also continue to search for additional personnel that can be added to the project to assist in these efforts.

Staff recommend that DOP address recommendation #22 included in the July 31st quality assurance report.  The recommendation states: "Ensure core agencies are involved as early as possible in test script development and testing, verification and validation of test results for interfaces and application configurations."

Staff agree with Sterling Associates' October 7, 2004 Quality Assurance (QA) report statement, "Many of the project controls have worked well, or appeared to be working. However, it is now evident that some controls need to be reassessed and revised if necessary, or re-emphasized and monitored more closely."

ISB staff have no additional recommendations related to the budget or scope variances other than the mitigation steps currently underway and stated below.

ISB staff agrees with the content and nine new recommendations contained in the October 7, 2004 Sterling Associates' QA report.

DOP has complied, or is in the process of complying, with all ISB staff and QA vendor recommendations made since the September 2004 ISB meeting.